

Morgan State University
Notice of Rights and Resources for Students and Employees
Who Report Sexual Misconduct

Morgan State University is committed to maintaining an academic and working environment in which students, faculty, and staff feel safe and are free to develop intellectually, professionally, personally, and socially. In accordance with federal and state law, including Title IX, Morgan State University strictly prohibits any acts of sexual misconduct by students, faculty and staff. Sexual misconduct includes, but is not limited to, acts of sexual assault, sexual harassment, domestic violence, dating violence, and stalking.

University policies on nondiscrimination and Gender and Sexual-Based Harassment and Violence along with the Student Code of Conduct are available online at www.morgan.edu/eo. All reports of sexual misconduct are taken seriously. Anyone who has been a victim of sexual misconduct has certain rights under federal and state law, and in accordance with University policy. These rights are outlined below.

1. **You have the right to choose what course of action you want to take.** There are several options that are available to individuals who have experienced sexual misconduct. These options are outlined for you in greater detail in this document. What you decide to do is up to you. You should not feel pressured to choose to do something you do not want to do. Also, you should not feel pressured to make a decision about everything right away. However, you should note that in certain circumstances, delaying a decision may impact other areas (e.g. the ability to gather evidence during a medical examination or an investigation). The University is here to support you with whatever decision you decide to make.
2. **You have the right to talk to a confidential resource/counselor who will not disclose any information you share with them unless there is a direct threat to the health or safety of yourself or others.** Several confidential resources are available to you on campus who can provide support and counseling to you. You may contact any one of the following resources:
 - a. University Counseling Center: 443-885-3130
 - b. University Chapel: 443-885-5105
 - c. University Health Center: 443-885-3236

Additional resources for off campus counseling and assistance are also available and are listed in the University's *Sexual Misconduct and Title IX: Campus Resource Guide for Students, Faculty, and Staff*.

3. **You have the right to seek a medical examination and treatment.** Individuals are encouraged to seek medical treatment as soon as possible even if you do not believe you have any injuries. Seeking medical treatment will also provide an opportunity to discuss any risks of exposure to sexually transmitted diseases and pregnancy with a health care provider. Confidential medical treatment is available through the University Health Center (443-885-3236) or a local medical facility. The University Police (443-885-3103) is available to provide transportation to a local medical facility during hours when the University Health Center is closed. If you believe you may want to pursue criminal charges at some point, you are encouraged to go to a local medical facility that provides a

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free Sexual Assault Forensic Examination (SAFE). Mercy Medical Center (345 St. Paul Place, Baltimore, MD 21202; 410-332-9477) is the closest hospital to the University that is designated to perform the SAFE exam.

4. **You have the right to report the incident to law enforcement to pursue criminal charges.** You may report the incident to the University Police or to the Baltimore City Police Department. The University Police may be contacted at 443-885-3103. You may contact the Baltimore City Police Department by calling 911. If you are considering pursuing criminal charges, it is important to preserve any evidence of the incident, particularly for incidents of sexual assault. The Baltimore City Police Department handles all criminal investigations related to sexual assault cases. Criminal investigations related to all other incidents of sexual misconduct (e.g. dating violence, domestic violence, stalking) will be investigated by the University Police Department.
5. **You have the right to a prompt, fair, and thorough University investigation of your complaint.** You may report your incident to the University so that the University can conduct an internal investigation into the matter. Complaints involving students can be investigated and adjudicated by the Office of Student Rights and Responsibilities or investigated by the Office of Diversity and EEO. All complaints involving faculty and staff will be investigated by the Office of Diversity and EEO. As part of the investigation process, you will have the right to present evidence, documents, names of witnesses and any other information to the investigator.
6. **You have the right to request that your name not be disclosed to the Respondent or that the University refrain from investigating or taking any action.** Your request will be evaluated by the Title IX Coordinator. The University will make every effort to honor your request. However, honoring such a request may limit the University's ability to fully respond to the incident or to pursue any disciplinary action against the Respondent. Even when the University is able to honor your request, the University will still take reasonable steps to limit the effects of any sexual misconduct and prevent its recurrence without revealing your identity. This includes actions such as increasing security monitoring on campus, providing training and education materials, disseminating University policies, and conducting climate surveys. There are instances in which the University may not be able to honor your request. The University will determine whether it can honor your request while still providing a safe and nondiscriminatory environment for you and all other students, faculty and staff. If the University is not able to honor your request, you will be notified prior to any information being disclosed to the Respondent.
7. **You have the right to have an advisor of your choice provide support and assistance to you throughout the University's investigation process.** You may choose someone to serve as your advisor to assist you as you go through the internal University investigation process. The University is able to limit the role that your advisor is able to play during the investigation process. However, your advisor can provide assistance such as: providing emotional support; helping you understand the investigation process; helping you prepare for meetings/interviews/hearings; and attending

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meetings/interviews/hearings with you. Your advisor is not able to speak for you during meetings/interviews/hearings. You and/or your advisor should speak with the Title IX Coordinator to discuss any concerns regarding the role of the advisor during the process.

8. **You have the right to request that interim measures be put in place.** Interim measures are reasonably available steps the University may take to ensure your well-being and safety. Interim measures will be implemented on a case-by-case basis. Examples of interim measures include, but are not limited to, the following: changes in class/work/housing/parking assignments; temporary removal from classes/housing/campus; restrictions on contact between the parties; and academic accommodations (e.g. requests for a grade of “incomplete” in a course or taking a course as an independent study). In cases involving students, the Office of Student Rights and Responsibilities, in consultation with other appropriate University personnel as needed, shall determine what interim measures will be implemented. In cases involving faculty and staff, the Title IX Coordinator, in consultation with other appropriate University personnel as needed, shall determine what interim measures will be implemented.
9. **You have the right to amnesty for alcohol or drug use related to the complaint.** Students will not be subject to a campus conduct action under the University’s Code of Student Conduct, except for a mandatory intervention for substance abuse, for a violation of the University’s alcohol and drug use policies provided that the alcohol or drug use occurred during or near the time of the alleged sexual misconduct, the complaint was made in good faith, and the alcohol or drug use was not reasonably likely to place the health or safety of another individual at risk.
10. **You have the right to receive information about the status of your internal University complaint.** The office conducting the investigation of the complaint (Office of Student Rights and Responsibilities or the Office of Diversity and EEO) will provide you with updates regarding the status of the investigation/adjudication process. You will also receive written notification regarding the outcome of the investigation/adjudication and any appeal rights that may be available to you.
11. **You have the right to be informed of the potential sanctions/disciplinary action that may be imposed against the Respondent if they are found responsible for sexual misconduct.** Sanctions for students who are found to have engaged in sexual misconduct are contained in the Code of Student Conduct. Faculty and staff who are found to have engaged in sexual misconduct may receive disciplinary action up to and including termination. The procedure employed to proceed with disciplinary action against faculty and staff shall depend upon the employment category of the individual and the policies and procedures governing an employee within that employment category. Faculty and staff accused of sexual misconduct are entitled to avail themselves of the appropriate grievance process for their category of employment.
12. **You have the right to seek victim advocacy services and/or legal assistance, to include the provision of a protective order or peace order, if applicable.** Several off

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campus resources are available to assist in the provision of advocacy and legal assistance services. These include the following:

- a. House of Ruth, 2201 Argonne Drive, Baltimore, MD 21218, 410-889-7884. Provides transitional shelter, legal (including assistance with obtaining protective/peace orders), counseling, and advocacy services to individuals who have experienced domestic violence.
- b. Maryland Coalition Against Sexual Assault, P.O. Box 8782, Silver Spring, MD 20907; 301-328-7023. Sexual assault advocacy and referral organization.
- c. Rape Assault Incest National Network (RAINN), 1-800-656-4673, www.rainn.org. Operates National Sexual Assault telephone and online hotline to provide free, confidential services 24 hours a day.
- d. Sexual Assault Legal Institute, P.O. Box 8782, Silver Spring, MD 20907; 301-565-2277. Provides legal assistance to students who have experienced a sexual assault.
- e. TurnAround, Inc., 8503 LaSalle Road, Second Floor, Towson, MD, 21286; 410-377-8111. Provides counseling and support services to individuals who have experienced sexual assault and domestic violence.
- f. Information about how to file for a protective or peace order may be found on the Maryland Judiciary website at <http://mdcourts.gov/courtforms/joint/ccdedvpo001br.pdf>.

13. **You have the right to be free from retaliation for filing a complaint.** Retaliation against an individual for reporting an incident of sexual misconduct or for participating in any manner in an investigation or hearing related to a sexual misconduct complaint is strictly prohibited. Any member of the University community who attempts to interfere, restrain, coerce, discriminate against, or harass or engage in any other form of retaliation against a person for filing a complaint will be subject to disciplinary action.

You may contact the University's Title IX Coordinator if you have any questions or concerns regarding the process or the information provided in this document. The Title IX Coordinator is located in Truth Hall, Room 103 and may be reached at 443-885-3559, 443-885-3580 or titleixcoordinator@morgan.edu.